



The Fort Leonard Wood Equal Opportunity Program News

Volume 7 ~~EO~~ assistance line 596-0602 ~ EO assistance line 596-0601 19 July 2007

Civilian EEO information



Dear Ms. Millie, I supervise an employee who I perceive is having trouble with her vision which is I believe is directly contributing to the recent errors on reports that she has submitted. My question is, when may I ask an employee questions or require a medical examination related to the employee's vision impairment.

Dear Enlighten me,

The ADA strictly limits the circumstances under which an employer may ask questions about an employee's medical condition or require the employee to undergo a medical examination. Generally, an employer may ask an employee for medical information if the employer has reason to believe that:

- (1) there's a medical explanation for some change in the employee's job performance; or
- (2) the employee's medical condition may pose a direct threat to safety.

Example: A data entry clerk has recently been making numerous errors when entering information into the employer's computer system. For example, he seems to be confusing the numbers 1, 7, and 9. The clerk's supervisor also has begun to see the clerk rubbing his eyes frequently and looking more closely at both his computer screen and printed materials. The employer has a reasonable belief based on objective evidence that the clerk's performance problems are related to a medical condition (i.e., an eye/sight problem) and therefore, may ask for medical information.

Military EO information

Presentation of Sexual Harassment

(POSH) This class is for new inbound military service members. This training is a mandatory requirement for all service members within the first 30 days of arrival to Fort Leonard Wood.

Equal Opportunity Representative of the Quarter Board packets due to the MANSCEN EO office no later than 30 July. EOR of the Quarter Board 3 August, 0900, BLDG 315, room 227.

Women's Equality Day Celebration - 22 August, Baker Theater, 1130-1300 hosted by 3rd Chemical Brigade. Everyone is welcome!

Equal Opportunity Representative Course (EORC) 4 September - 21 September. Contact your S3 or your respective brigade EOA for more information.

Did you know?

Observance 15 September - 15 October. Point of contact 1st Engineer Brigade EOA SFC Galvetti: 596-1486
Do you know the definition of Sexual Harassment?

Sexual Harassment:

Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. There are two types of sexual harassment:

Quid Pro Quo - Sexual harassment refers to conditions placed on a person's career or terms of employment in return for sexual favors. It involves threat of adverse actions if the victim does not submit or promises of favorable action if the victim does submit.

Hostile Environment - Sexual harassment occurs when a victim is subjected to offensive, unwanted, and unsolicited comments and